

**DMDC**

*Information and Technology for Better Decision Making*

# ***Representation of African Americans in the Military and the DoD Civilian Workforce***

*Presented by*

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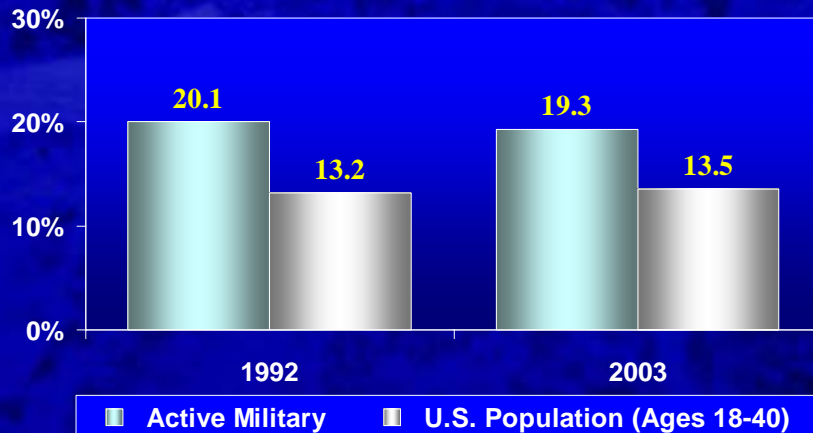
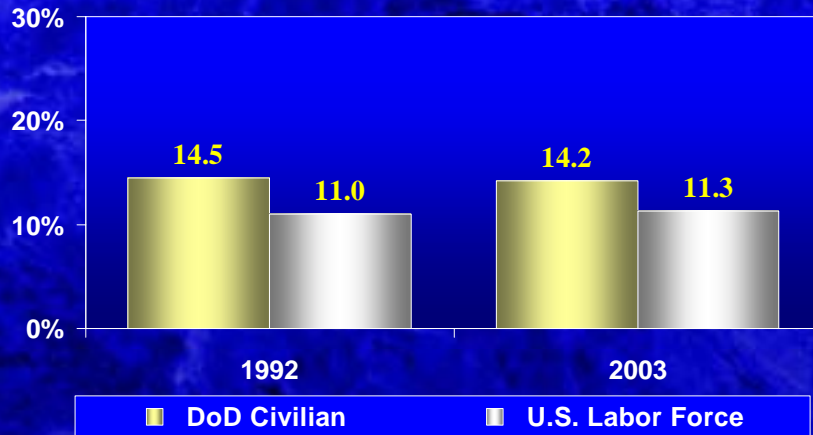


**AUGUST 2004**

# Introduction

- African Americans in the Military & DoD Civilian Workforce
  - U.S. Labor Force statistics to provide context for civilian representation levels in DoD Workforce
  - Age 18-40 Civilian Population statistics to provide context for military representation levels
- Trend Analysis
  - December 1992 to December 2003
- Key Comparisons
  - Differences by sex, occupational distribution, pay grade and leadership positions
- Data Sources
  - DMDC file extracts
  - U.S. Bureau of Labor Statistics
  - U.S. Census Bureau

# How Well are Black Americans Represented in the Department of Defense (DoD)?



**Strongly Represented Among Both DoD Civilians and Active Duty Military**

- 14.2% of DoD Federal Civilians in 2003

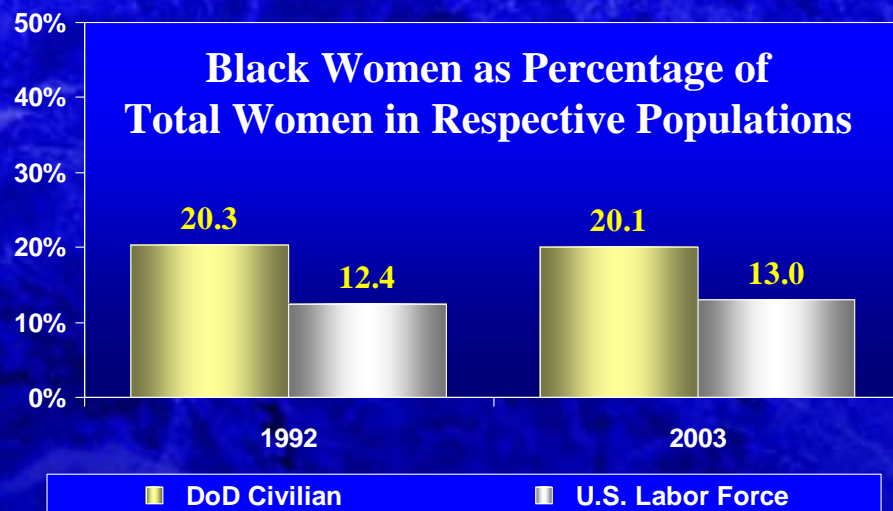
- 11.3% of U.S. Labor Force

- 19.3% of Active Duty Military in 2003

- 13.5% of U.S. Population, Ages 18-40

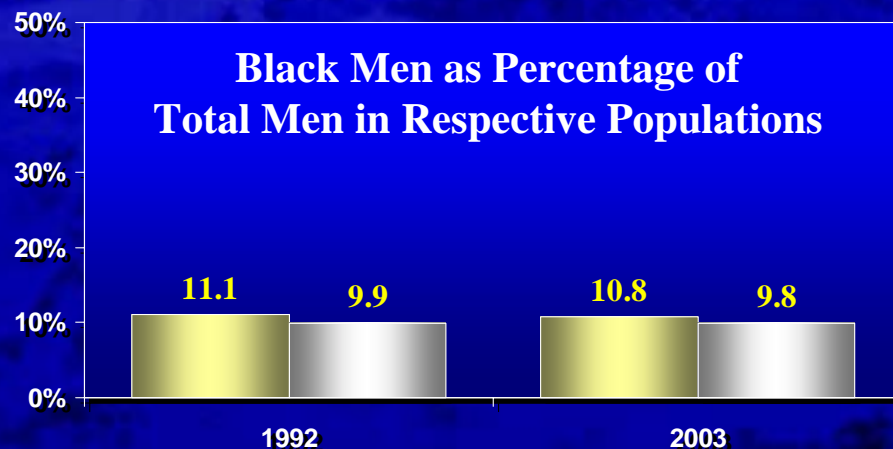


# How Well are Black Americans Represented among DoD Civilians by Sex?



## Women are ...

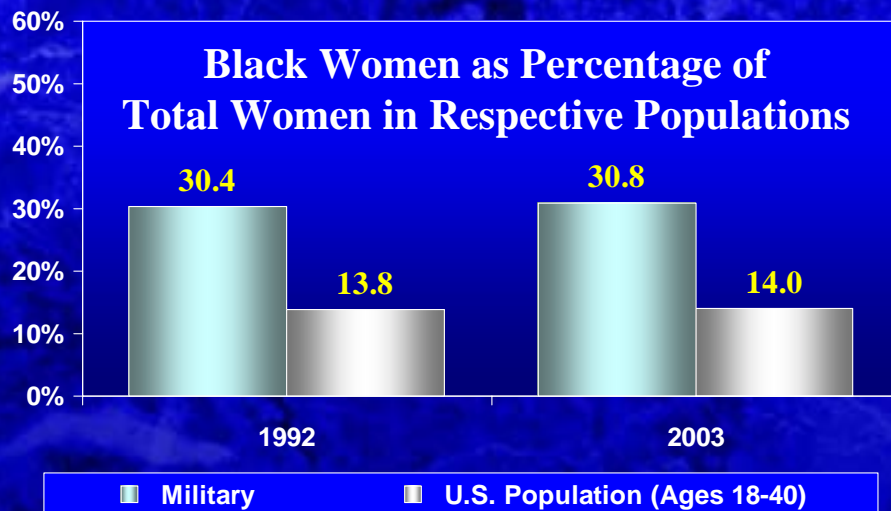
- Well-represented among DoD Federal Civilians
  - 20% of Federal women vs. 13% of women in Labor Force



## Men are ...

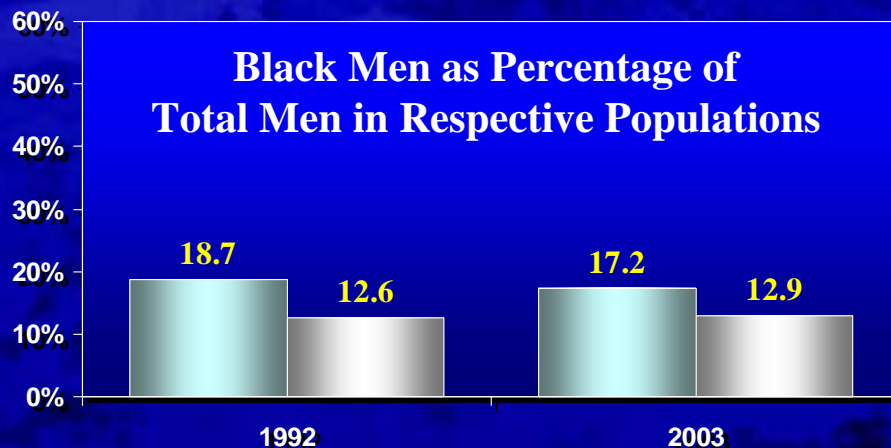
- Proportionately represented among DoD Federal Civilians
  - 11% of DoD Civilian Men vs. 10% of men in Labor Force

# How Well are Black Americans Represented in the Military by Sex?



## Women are ...

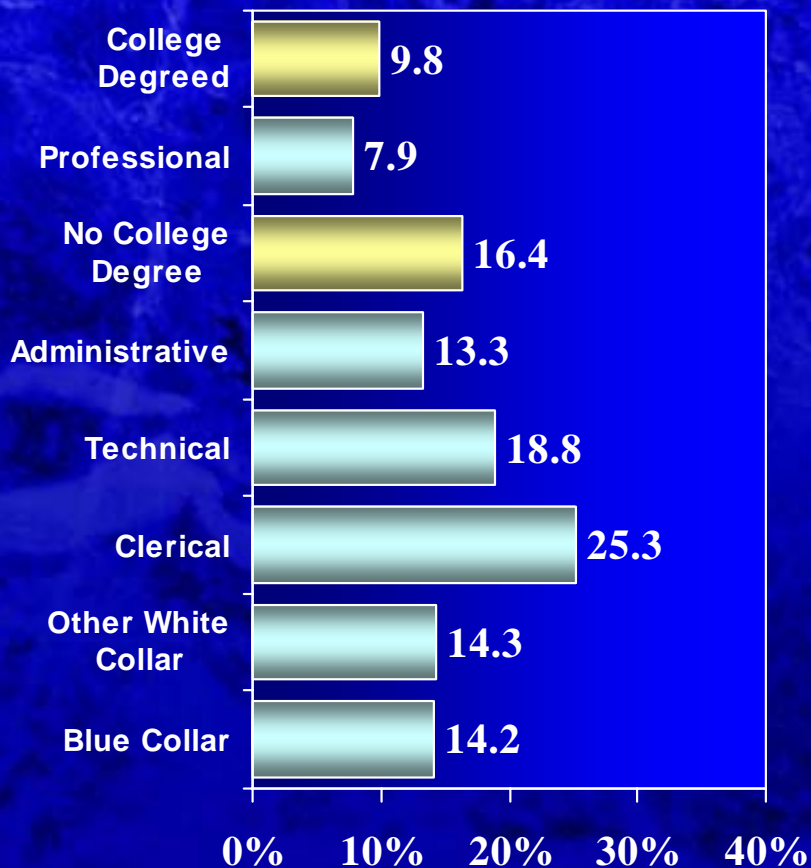
- Very strongly represented among Active Duty Military
  - 31% of Military women vs. 14% of service-age women



## Men are ...

- Strongly represented among Active Duty Military
  - 17% of Military men vs. 13% of service-age men

# How Well are Black Americans Represented Among DoD Occupational Categories in 2003?



## By Education Level, Black Americans Represent...

9.8% of DoD Federal Civilians with college degrees

■ 7.9% of Professionals

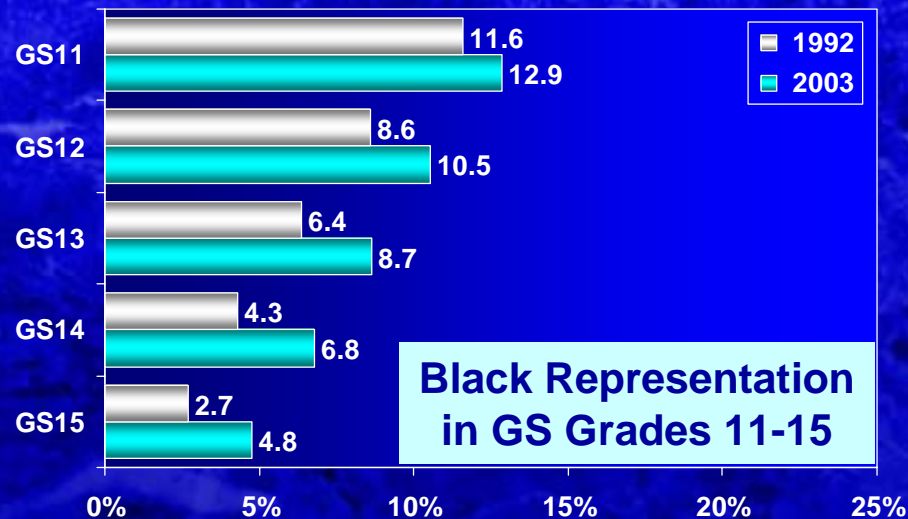
16.4% of Civilians without degrees, highly represented among...

■ Clerical (25.3%)

■ Technical (18.8%)

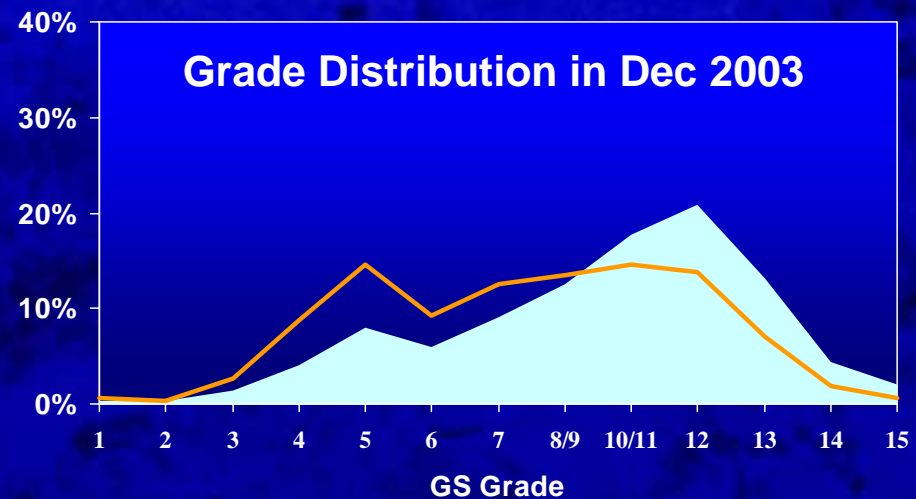
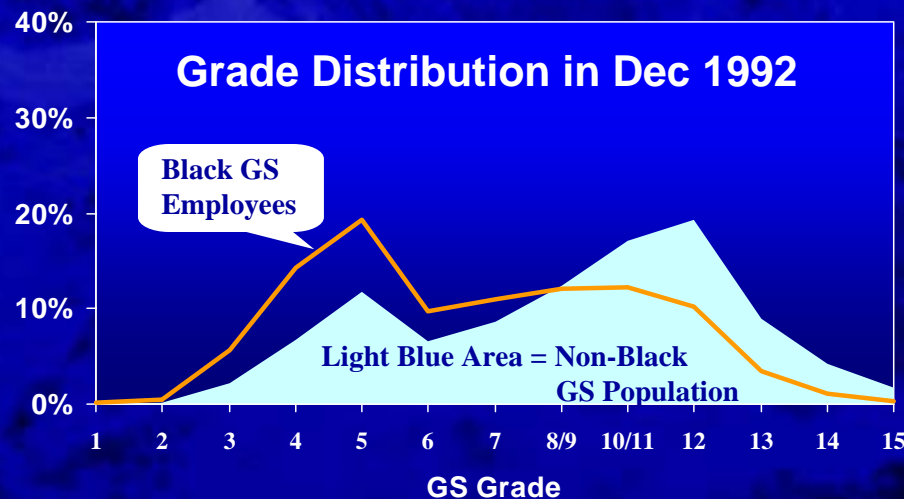


# What is the Grade Distribution among General Schedule (GS) Employees?

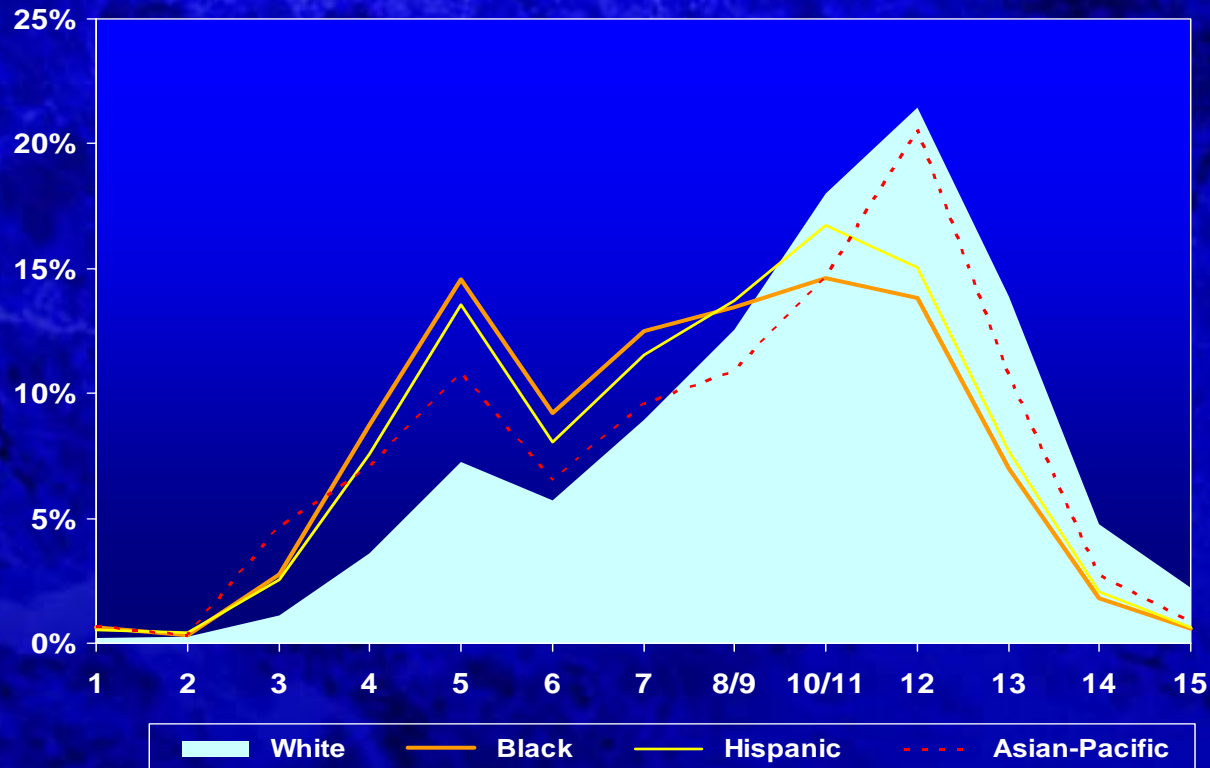


## Proportion of Black GS 11s-15s Rose Over 10 Points, 1992 - 2003

	<u>1992</u>	<u>2003</u>
GS 1- 5	39.9%	27.0%
GS 6-10	33.5%	36.0%
GS 11-15	<b>26.6%</b>	<b>37.0%</b>



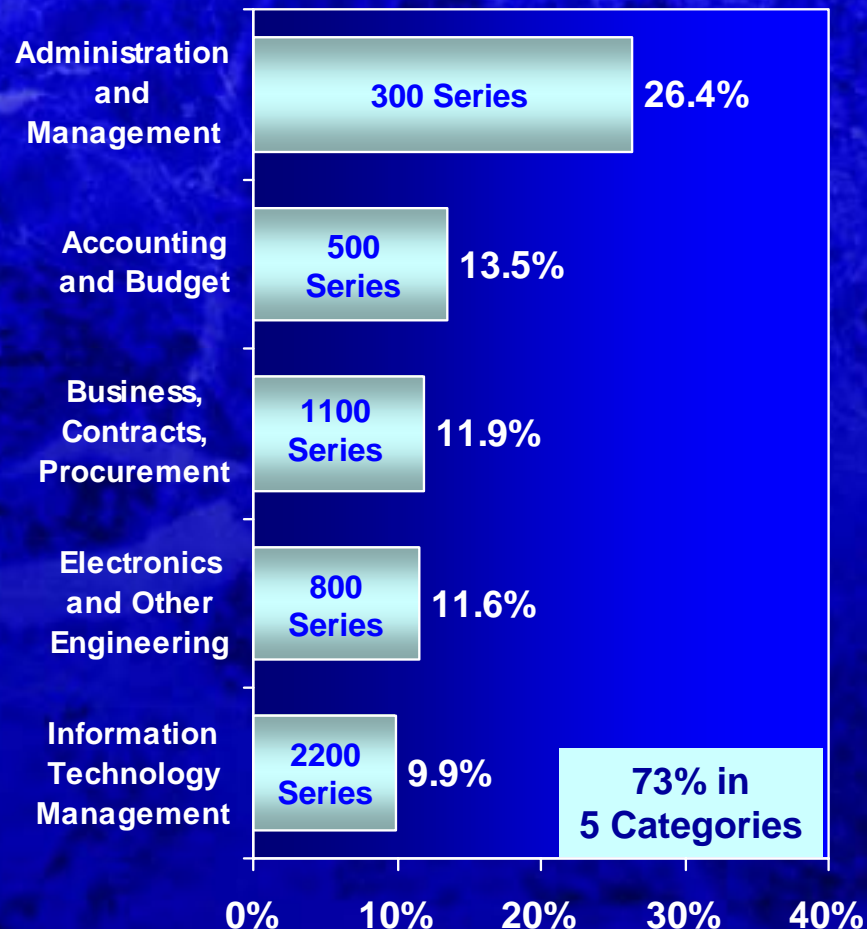
# What is the Dec 2003 GS Grade Distribution by Race-Ethnic Group?



**Black Representation Lagging Behind  
Other Groups at GS-11 through GS-15**



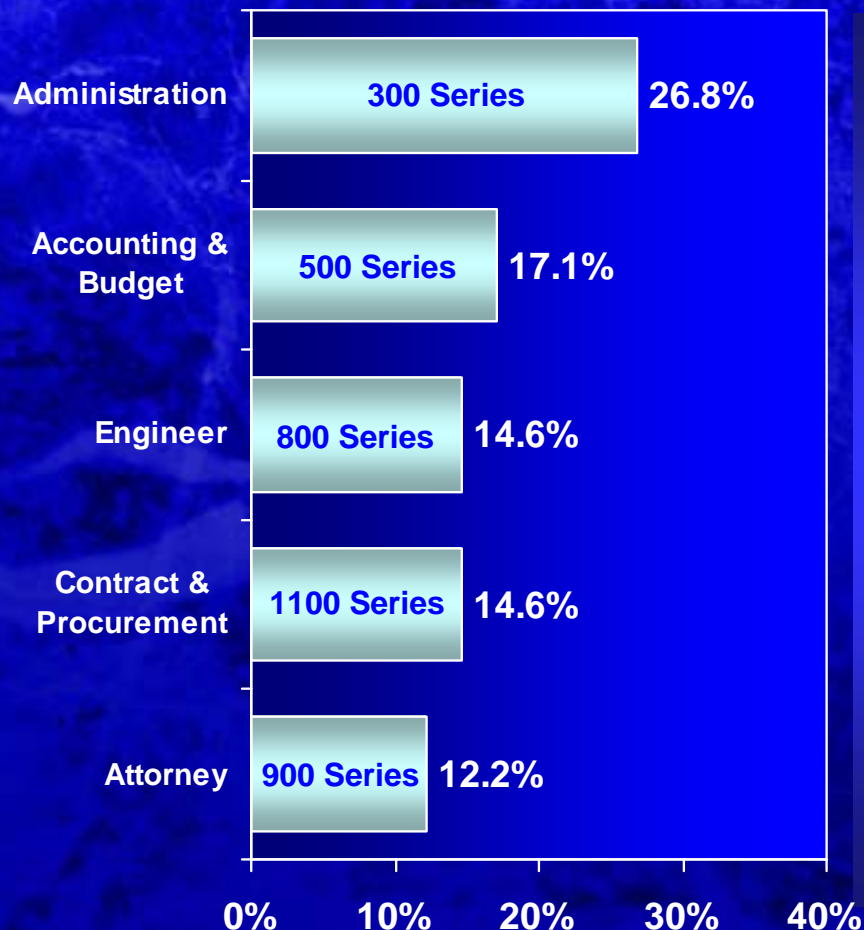
# What were the Top-5 Occupational Categories for Black GS13s-15s in 2003?



## Three-Quarters of 6,490 Black GS13s-15s Span Four Occupational Categories

■ Admin & Mgt	1,710	(26.4%)
■ Acct & Budget	879	(13.5%)
■ Business, Contracts & Procurement	770	(11.9%)
■ Engineering	750	(11.6%)
■ IT Management	650	(9.9%)

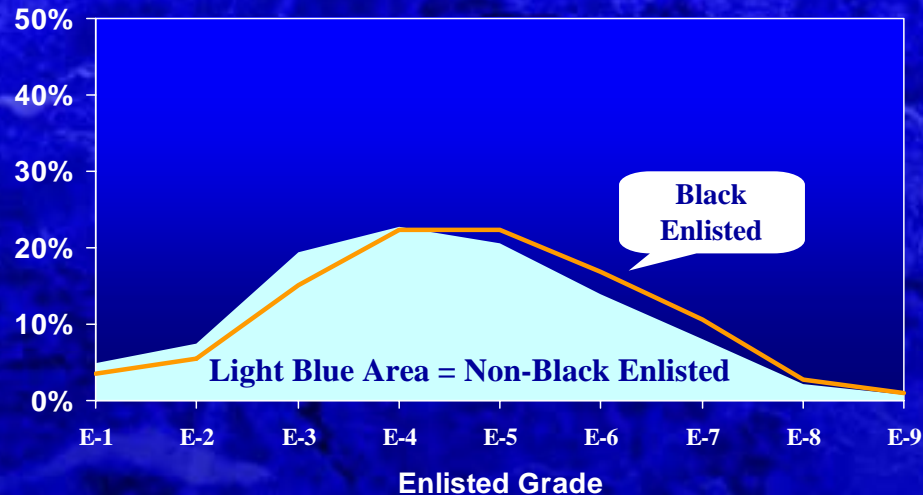
# What were the Top-5 Occupational Categories for Black SESs in 2003?



Of 41 Black SESs in 2003  
the Top Occupations were...

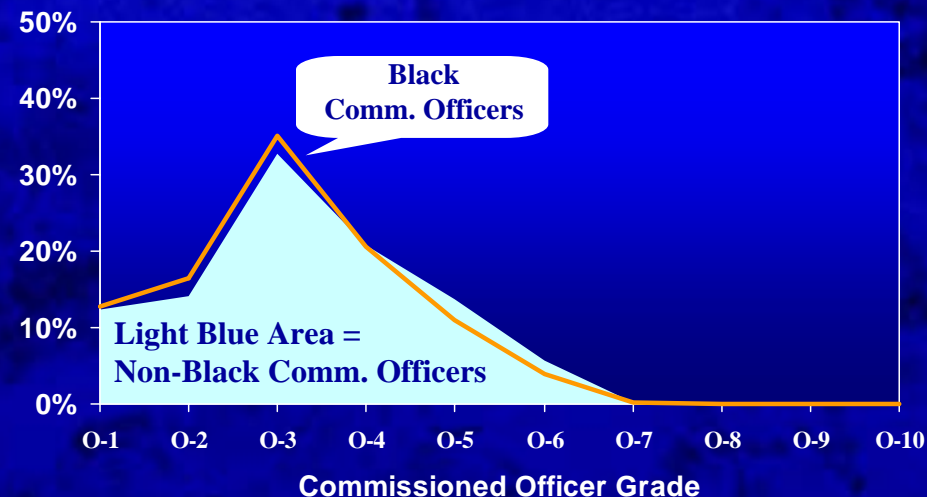
■ Administration	11	(26.8%)
■ Accounting & Budget	7	(17.1%)
■ Contracts & Procurement	6	(14.6%)
■ Engineering	6	(14.6%)
■ Attorney	5	(12.2%)

# What was the 2003 Grade Distribution among Black Americans in the Military?



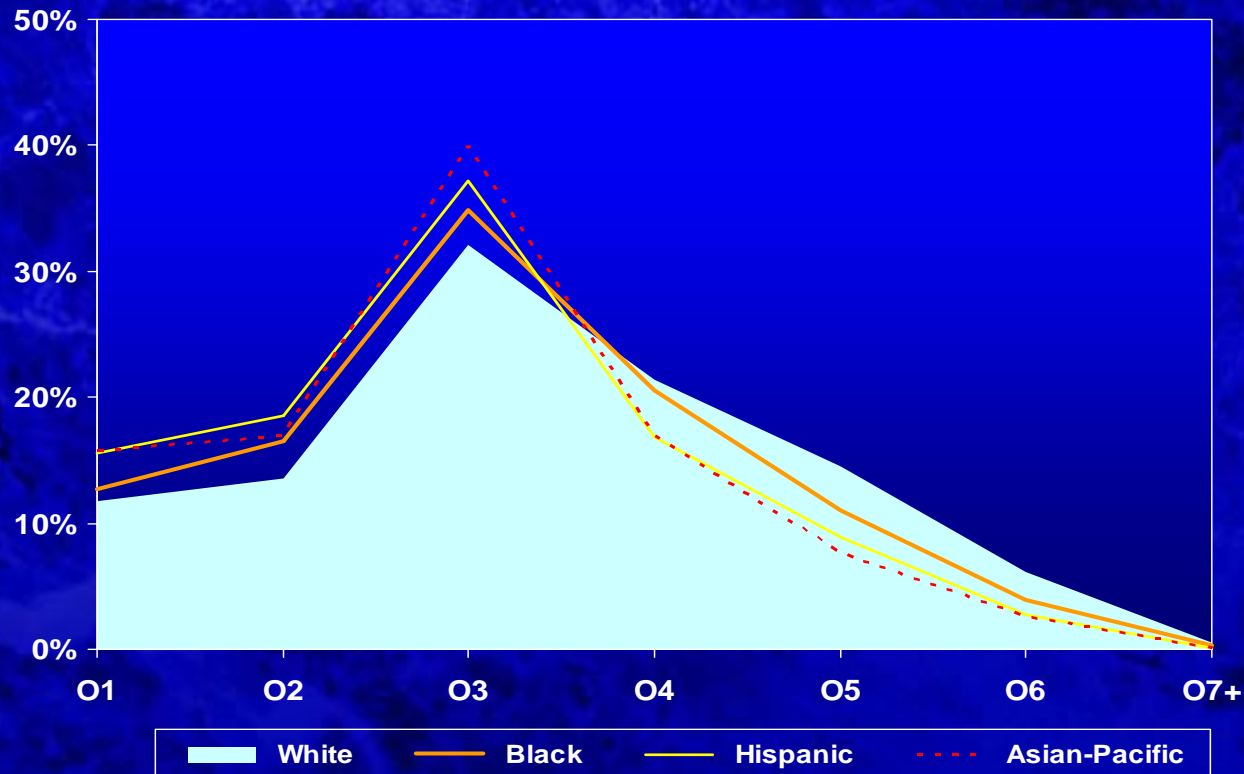
## Fairly Comparable Overall

- More NCOs are Black (E5-E9)
- Fewer Black W4s & W5s
- Fewer Black O4s and above





# What is the Dec 2003 Grade Distribution of Commissioned Officers by Race-Ethnic Group?



**Grades of Black Officers More Comparable to Whites Than Other Ethnic Groups**

# Summary of Key Findings

## Black American Representation in DoD for Dec 2003 is...

- 14.2% among DoD Civilians
  - Versus the expected 11.5% share of the U.S. Labor Force
- 19.3% among Active Duty Military
  - Versus the expected 13.5% share of service age population (18-40)

## Black Women are...

- 20.1% of all DoD Civilian Women
  - Expected share: 13.1%
- 30.8% of all Military Women
  - Expected share: 14.0%

## Black Representation among Mid-to-High GS Grades grew...

- 37.0% of all Black GS employees were in grades GS 11-15 in 2003
  - Up from 26.6% in 1992

## Black Americans in the Military...

- Demonstrate comparability in grade distribution
  - Enlisted
  - Warrant Officers
  - Commissioned Officers
- Black NCOs are actually senior overall